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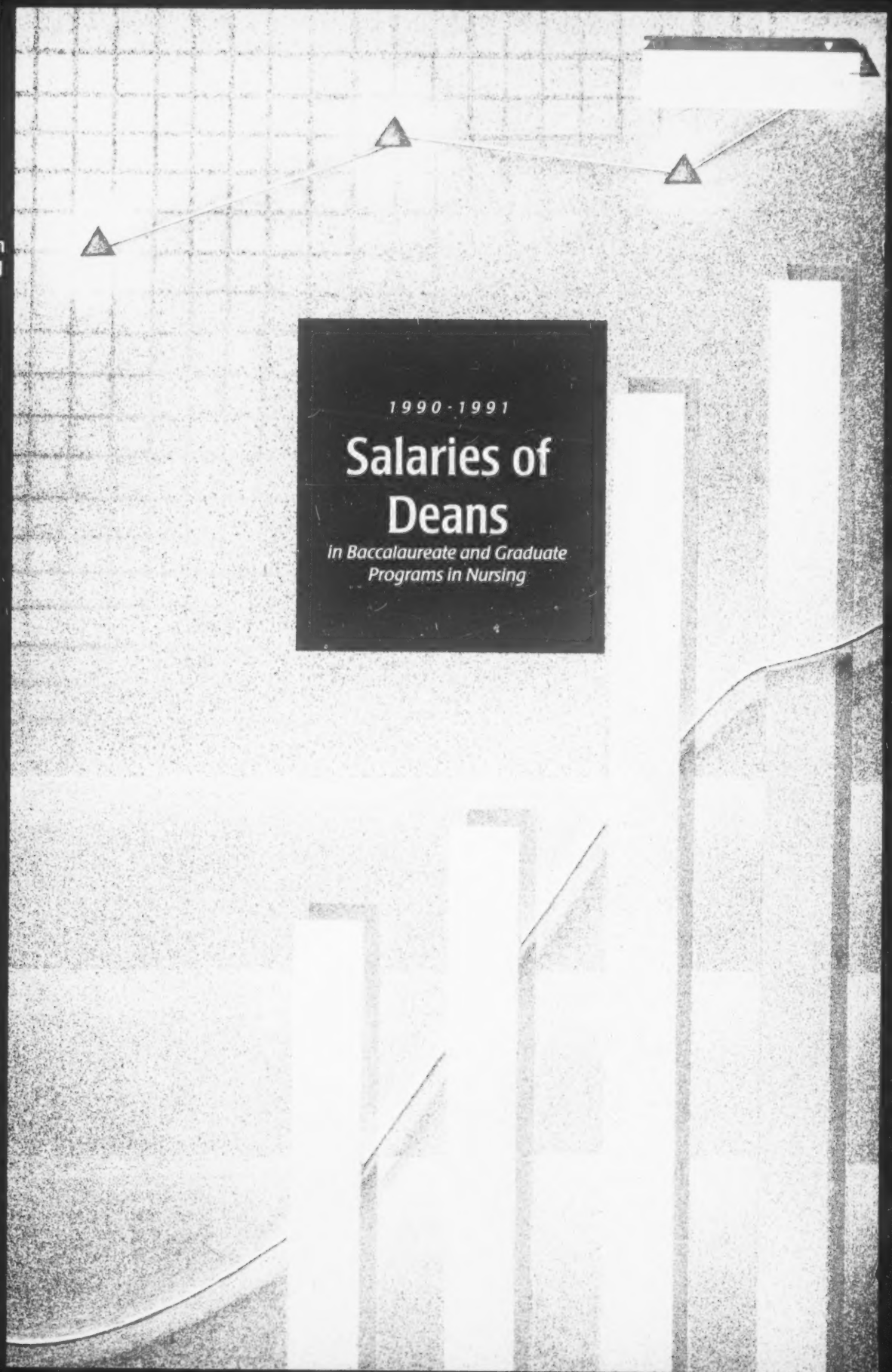

1990-1991

Salaries of Deans

in Baccalaureate and Graduate Programs in Nursing

INSTITUTIONAL DATA SYSTEMS

1990-1991

REPORT ON SALARIES OF DEANS

IN

Baccalaureate and Graduate Programs in Nursing

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BACKGROUND

The mission of the American Association of Colleges of Nursing (AACN) has been to foster quality preparation of nurse clinicians, scientists, educators, administrators, consultants, and policy makers for leadership in nursing. The Data Bank Project, begun in 1978, was established to develop a data base supportive of policy research and decision making by member institutions and the Association. This project formed the foundation for the Institutional Data System (IDS), which gathers and publishes data annually on enrollment and graduations, and faculty and deans' salaries with related information. Data on administrative salaries were collected and published annually until 1984 when the decision was made to gather data for publication biennially.

This is the 13th annual report on deans' salaries by the IDS. It is the first to include deans' salaries for both member and nonmember programs, as well as salaries by duration of deanship. It is also the first to adjust selected salaries for inflation.

METHODOLOGY

Survey Questionnaire

The survey instrument was designed to gather information on the deans' salaries and related information such as title, rank, degree, gender, and race/ethnicity as well as information about institutional policies including appointment time period, salary basis, and evaluation of performance. The term "dean" is used throughout this report when referring to the chief administrative officer of the nursing education program unit and includes those individuals with institutionally determined titles such as dean, director, chair, head, or other title. The questionnaire for the deans' survey can be found in Appendix A.

Survey forms were mailed to 618 (member = 415, nonmember = 203) baccalaureate and higher degree programs in nursing on September 5, 1990. Institutions that had not responded by the October 15 deadline were sent reminder postcards on October 24 and November 20. Follow-up telephone calls to the remaining nonrespondents were made from December 4 to December 21.

Conversion of Salaries

All salaries were converted to a calendar basis.' Salaries reported on an academic basis (9-10 months) were multiplied by eleven-ninths (11/9). This conversion allows the salaries of all deans to appear in all tables.

Response Rates

Of the 618 survey forms mailed, 493 questionnaires (386 member and 107 nonmember) were returned, yielding an overall response rate of 79.8 percent. The

response rate for member schools was 93 percent; for nonmember schools the rate was 52.7 percent. The list of respondents for the Deans' survey may be found in Appendix B.

Deans were included in the salaries analysis if they reported salary and salary basis data and if they did not hold the titles of acting or interim dean. Three hundred twenty-four (78.1%) member and 88 (43.3%) nonmember schools were included in the salaries analysis.

RESULTS

A. Description of the Survey Population

1. Institutional Characteristics

Table 1 summarizes the institutional characteristics of member and nonmember respondents. The majority of both member and nonmember schools were located in the South, 31.1 and 36.5 percent, respectively. Fifty-six percent of member programs surveyed were located in public institutions, while 45.8 percent of nonmember programs were located in private religious institutions. Of the member respondents, 70.7 percent were within universities; the largest proportion of nonmember respondents (55.1%) were in four-year colleges. Eighty-six percent of nonmembers described their programs as departments or divisions, whereas the majority of member programs were described as departments or divisions (50.7%) or autonomous schools or colleges (45.7%). Seventy-seven (19.9%) member schools and one (0.9%) nonmember school were located in academic health centers. Fifty-one percent of member programs were located in metropolitan areas inside city limits; nonmember programs were almost equally distributed among metropolitan areas inside city limits (27.3%), small cities (28.3%), and rural areas (25.5%). Definitions for each area were provided in the questionnaire instructions as follows: population of 24,999 or less was determined as a rural area, population of between 25,000 and 49,999 was classified as small city, and the classification of metropolitan area was determined as containing a city of at least 50,000 combined with a surrounding area for a total population of at least 100,000. One hundred fifty-four (39.9%) member and 40 (37.4%) nonmember schools were classified as Comprehensive I institutions. Carnegie Code classifications and definitions appear in Appendix C.

2. Deans' Characteristics

The characteristics of the deans from the 493 respondents are presented in Table 2. Almost 47 percent of member respondents reported the institutionally determined title of dean, whereas 53.3 percent of nonmember respondents reported the title of chair. Only 42 (8.5%) deans held acting or interim appointments; additional administrative titles were held by 15.9 percent of the 493 responding deans. Almost one-third of respondents reported holding an appointment as associate or assistant dean prior to their appointment as dean.

Sixty-nine percent of the member deans held the rank of professor (N=257) and all but 6 deans had doctoral preparation. Of the nonmember deans, 38 (36.9%) were professors and were doctorally prepared. Doctoral degrees held by deans varied with 52.1 percent holding a Doctor of Philosophy (PhD), 28.1 percent a Doctor of Education (EdD), 6.3 percent a Doctor of Nurse Science (DNS), and 2.3 percent with other doctoral degrees. The proportions of member and nonmember deans holding a DNS or a EdD were similar. Nonmember deans, however, held a lower proportion of PhDs and a larger proportion of master's degrees than did member deans. Seventy-one percent of member and 53.8 percent of nonmember deans were tenured. Seventy-two percent reported a 12-month salary basis.

Ninety-nine percent of deans were female and the majority were white (91.3%). Blacks represented the largest minority population (6.1%).

Sixty-seven percent of deans reported that there was no institutional policy to appoint a dean for a specified term. Of the 162 reporting a policy for a specified term, 59 (47.2%) members and 19 (54.3%) nonmembers stated a term of 3 years. Only 86 (18.1%) deans reported being elected by faculty vote. Three hundred twenty-nine (67.8%) deans reported formal performance review; of these, 91.2 percent were reviewed through internal institutional mechanisms.

Fifty-nine percent of member and 20.8% of nonmember deans reported having faculty in administrative positions. Few deans (5.7%) serve on their state board of nursing, however, large proportions are actively involved in research projects and serve on grant, internal, or institutional review committees. Eighty-five percent reported membership on community boards or committees.

Mean, median, modal, minimum, and maximum years in the position of dean are presented in Table 3. The mean number of years in the current deanship was 5.2; the median 4.0; range 0.1 to 24; and the modal category was 1.1 to 3 years. Three hundred thirteen (70.5%) respondents were in their first position as a dean and 131 (29.5%) reported holding previous deanships. The modal category reported by member and nonmember respondents in first deanships was 1.1 to 3 and 5.1 to 10 years, respectively. The range of "dean-years" for respondents reporting previous deanships was 1.1 to 29 (mean 11.8; median 11.0; modal category 10.1 to 15 years).

B. Deans' Salaries

1. Percentage Increase in Salaries, 1989-90 to 1990-91

Deans were included in the salaries analysis if they reported salary and salary basis data and if they did not hold the titles of acting or interim dean. Three hundred twenty-four (78.1%) member and 88 (43.3%) nonmember deans were included in the salaries analysis. All salaries were converted to a calendar basis. The mean salary for member deans (N=324) for 1990-1991 was $68,440, a 6.4 percent increase above the mean salary of $64,326 reported in 1989-1990 (N=338). The median salary for 1990-1991 was $63,750, a percentage increase of 4.8 percent above the median salary of $60,825 for 1989-1990.

2. Salaries by Years in Current Deanship

Minimum, maximum, mean, and median salaries by number of years in the current deanship are presented in Table 4. In general, median salaries increased with the number of years in the deanship.

3. Percentile Salaries Stratified by Selected Variables

Percentile salaries for both member and nonmember deans are presented for region, primary location, type of institution, parent institution, academic health center, description of program, type of program, number of full-time faculty, degree, title, rank, tenure status, and Carnegie Code classification in Tables 5 through 17.

4. Comparison of Salaries Over Time

Minimum, maximum, mean, median, and percentile salaries of the 89 member deans continuing in the same position since the 1986-87 academic year are presented in Tables 18 and 19. Salaries for deans in the same position for the past 5 years continue to rise. Likewise, percentile salaries of member deans from 1978-79 to 1990-91 also continue to increase (Table 20).

5. Adjustment of Salaries for the Consumer Price Index

In order to adjust for increases in the cost of living, salary data for each of the two one-year periods since 1987-1988 were examined to determine the "real" change when the rate of inflation, as measured by the Consumer Price Index (CPI), was considered. Salary adjustment was confined to AACN members holding the title of dean (excludes the title of director, chair, head, or other title) and the rank of professor. Salaries for both years, in terms of "real" dollars, increased. However, the 1988-89 to 1989-90 increase in buying power was more marked, keeping ahead of inflation by 3 percent (Table 21).

NOTE: NUMBERS IN TABLES MAY VARY DUE TO MISSING DATA.

Table 1. Institutional Characteristics of Member and Nonmember Respondents

Characteristic	Member (N=386) Number	%	Nonmember (N=107) Number	%	Total (N=493) Number	%
Region						
North Atlantic	111	28.8	18	16.8	129	26.2
Midwest	112	29.0	33	30.8	145	29.4
South	120	31.1	39	36.5	159	32.2
West	43	11.1	17	15.9	60	12.2
Type of Institution						
Public	218	56.5	42	39.2	260	52.8
Private Secular	66	17.1	16	15.0	82	16.6
Private Religious	100	25.9	49	45.8	149	30.2
Other	2	0.5	0		2	0.4
Parent Institution						
University	273	70.7	44	41.1	317	64.3
Four-year College	108	28.0	59	55.1	167	33.9
Other	5	1.3	4	3.8	9	1.8
Description of Program						
Department/Division	195	50.7	91	85.9	286	58.3
Autonomous	176	45.7	8	7.5	184	37.5
Freestanding	5	1.3	5	4.7	10	2.0
Other	9	2.3	2	1.9	11	2.2
Not Reported	(1)		(1)		(2)	
Part of Academic Health Center						
Yes	77	19.9	1	0.9	78	15.8
No	309	80.1	106	99.1	415	84.2
Primary Location						
Metropolitan Area/ Inside City Limits	197	51.2	29	27.3	226	46.0
Metropolitan Area/ Outside City Limits	56	14.5	16	15.1	72	14.7
Small City	71	18.4	30	28.3	101	20.6
Rural Area	46	11.9	27	25.5	73	14.9
Multiple Campuses	15	4.0	2	1.9	17	3.4
Other	0		2	1.9	2	0.4
Not Reported	(1)		(1)		(2)	
Carnegie Classification						
Comprehensive I	154	39.9	40	37.4	194	39.4
Comprehensive II	40	10.4	19	17.8	59	12.0
Doctorate-Granting I	25	6.5	0		25	5.1
Doctorate-Granting II	26	6.7	1	0.9	27	5.5
Liberal Arts I	9	2.3	3	2.8	12	2.4
Liberal Arts II	48	12.4	33	30.8	81	16.4
Research I	39	10.1	1	0.9	40	8.1
Research II	13	3.4	0		13	2.6
Specialized	24	6.2	3	2.8	27	5.5
Other	6	1.6	5	4.7	11	2.2
Unknown	2	0.5	2	1.9	4	0.8

Table 2. Selected Deans' Characteristics of Member (N=386) and Nonmember (N=107) Respondents

Characteristic	Member (N=386) Number	%	Nonmember (N=107) Number	%	Total (N=493) Number	%
Title						
Dean	180	46.6	16	15.0	196	39.7
Director	39	10.1	21	19.6	60	12.2
Chair	109	28.2	57	53.3	166	33.7
Coordinator	0		1	0.9	1	0.2
Head	19	4.9	7	6.5	26	5.3
Interim Dean	16	4.2	0		16	3.2
Acting Dean/Director	21	5.5	5	4.7	26	5.3
Other	2	0.5	0		2	0.4
Additional Administrative Title						
Yes	64	17.0	13	12.1	77	15.9
No	312	83.0	94	87.9	406	84.1
Not reported	(10)		0		(10)	
Previous Associate/ Assistant Deanship *						
Yes	123	35.5	18	18.0	141	31.6
No	223	64.5	82	82.0	305	68.4
Not reported	(3)		(2)		(5)	
Rank						
Professor	257	69.3	38	36.9	295	62.2
Associate Professor	98	26.4	47	45.6	145	30.6
Assistant Professor	15	4.0	14	13.6	29	6.1
Instructor	1	0.3	4	3.9	5	1.1
Not reported	(15)		(4)		(19)	
Highest Degree in Nursing						
DNS, DSN, DNSc, DN	24	6.6	6	5.9	30	6.4
PhD	66	18.1	19	18.6	85	18.2
EdD	35	9.6	6	5.9	41	8.8
DPH, DrPH	2	0.5	0		2	0.4
Master's	228	62.5	68	66.7	296	63.4
Baccalaureate	10	2.7	3	2.9	13	2.8
Not reported	(20)		(5)		(25)	
Highest Degree Overall						
DNS, DSN, DNSc, DN	24	6.3	7	6.5	31	6.3
PhD	211	55.0	45	42.1	256	52.1
EdD	108	28.1	30	28.0	138	28.1
DPH, DrPH	9	2.3	2	1.9	11	2.3
Master's	32	8.3	23	21.5	55	11.2
Not reported	(2)		0		(2)	

* Excludes interim or acting deans.

Table 2., continued Selected Deans' Characteristics of Member (N=386) and Nonmember (N=107) Respondents

Characteristic	Member (N=386) Number	%	Nonmember (N=107) Number	%	Total (N=493) Number	%
Tenure Status						
Tenured	272	71.0	57	53.8	329	67.3
Not Tenured	111	29.0	49	46.2	160	32.7
Not reported	(3)		(1)		(4)	
Salary Basis						
9 months	35	9.1	20	18.9	55	11.2
10 months	27	7.0	20	18.9	47	9.6
11 months	31	8.1	5	4.7	36	7.4
12 months	289	75.5	61	57.5	350	71.6
Other	1	0.3	0		1	0.2
Not reported	(3)		(1)		(4)	
Gender						
Female	381	98.7	107	100.0	488	99.0
Male	5	1.3	0		5	1.0
Race/Ethnicity						
White	349	90.4	101	94.4	450	91.3
Black	27	7.0	3	2.8	30	6.1
Asian	5	1.3	0		5	1.0
Hispanic	5	1.3	3	2.8	8	1.6
Appointed for a Specific Administrative Term						
Yes	126	33.0	36	34.6	162	33.3
No	256	67.0	68	65.4	324	66.7
Not reported	(4)		(3)		(7)	
Election by Faculty						
Yes	60	16.2	26	25.2	86	18.1
No	311	83.8	77	74.8	388	81.9
Not reported	(15)		(4)		(19)	
Performance Review						
Internal	233	61.0	67	65.0	300	61.8
External	3	0.8	0		3	0.6
Both internal and external	22	5.7	4	3.9	26	5.4
No review	124	32.5	32	31.1	156	32.2
Not reported	(4)		(4)		(8)	
Other Administrative Faculty *						
Yes	227	59.1	22	20.8	249	50.8
No	157	40.9	84	79.2	241	49.2
Not reported	(2)		(1)		(3)	

* Full-time faculty with $\geq$ 50% administrative responsibility.

Table 2., continued Selected Deans' Characteristics of Member (N=386) and Nonmember (N=107) Respondents

Characteristic	Member (N=386) Number	%	Nonmember (N=107) Number	%	Total (N=493) Number	%
Activities During the Last Year						
Service on State Board of Nursing	23	6.0	5	4.7	28	5.7
Community board/ committee work	331	85.8	88	82.2	419	85.0
National committees	152	39.4	16	15.0	168	34.1
Research projects	228	59.1	64	59.8	292	59.2
Undergraduate teaching	276	71.5	102	95.3	378	76.7
Graduate teaching	194	50.3	18	16.8	212	43.0
Advising/counseling of students	334	86.5	104	97.2	438	88.8
Service on review committee for grants	140	36.3	35	32.7	175	35.5
Internal/institutional review committee	192	49.7	68	63.6	260	52.7

Table 3. Mean, Median, Minimum, and Maximum Years in Deanship and Modal Category for Respondent Deans *

	N	Percent	Years Mean	Median	Modal Category	Minimum	Maximum
All Respondent Deans							
Member	343		5.3	4.0	1.1 - 3	0.1	24.0
Nonmember	101		4.9	4.0	1.1 - 3	0.1	21.0
Total	444		5.2	4.0	1.1 - 3	0.1	24.0
Not Reported (7)							
Respondents in First Deanship							
Member	242	70.6	5.7	4.0	1.1 - 3	0.2	24.0
Nonmember	71	70.3	5.0	4.0	5.1 - 10	0.1	21.0
Total	313	70.5	5.5	4.0	5.1 - 10	0.1	24.0
Not Reported (7)							
Total "Dean-Years" for Respondents Reporting Previous Deanship(s)							
Member	101	29.4	11.9	11.0	10.1 - 15	1.1	29.0
Nonmember	30	29.7	11.3	11.5	10.1 - 15	2.0	26.5
Total	131	29.5	11.8	11.0	10.1 - 15	1.1	29.0

* Excludes interim or acting deans.

Table 4. Minimum, Maximum, Mean, and Median Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Years in Current Deanship and Membership Status *

Years in Current Deanship	N	Minimum	Maximum	Mean	Median
≤ 1					
Member	56	$37,000	$115,000	$64,714	$61,000
Nonmember	19	30,555	79,444	50,610	47,055
Total	75	30,555	115,000	61,141	58,000
1.1 - 3					
Member	87	30,000	137,500	67,184	61,957
Nonmember	22	25,055	85,000	45,871	47,333
Total	109	25,055	137,500	62,882	56,601
3.1 - 5					
Member	64	33,912	156,600	69,959	65,967
Nonmember	12	40,333	73,500	54,912	49,834
Total	76	33,912	156,500	67,583	64,878
5.1 - 10					
Member	75	38,316	130,711	69,446	66,200
Nonmember	28	29,125	64,984	49,329	49,450
Total	103	29,125	130,711	63,978	58,813
10.1 - 15					
Member	22	45,685	153,000	72,211	66,984
Nonmember	4	40,333	70,400	59,293	63,219
Total	26	40,333	153,000	70,224	66,492
15.1 - 20					
Member	11	38,157	106,000	72,984	68,000
Nonmember	1	.	.	.	.
Total	12	38,157	106,000	70,423	67,606
> 20					
Member	3	60,000	82,000	70,081	68,244
Nonmember	1	.	.	.	.
Total	4	47,000	82,000	64,311	64,122

* Excludes 7 deans not reporting duration of appointment.

Table 5. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Region and Membership Status

Region	N	10th	25th	50th	75th	90th
North Atlantic						
Member	92	$46,314	$51,083	$62,167	$81,450	$92,995
Nonmember	16	38,122	44,325	48,889	54,937	67,528
Total	108	44,190	49,709	60,000	76,044	90,947
Midwest						
Member	94	42,487	49,804	60,322	78,125	98,350
Nonmember	26	30,389	40,333	47,650	53,194	67,539
Total	120	40,352	46,850	55,861	74,250	93,022
South						
Member	103	49,891	58,000	66,054	82,000	102,520
Nonmember	32	29,779	43,333	48,362	55,465	65,400
Total	135	45,000	51,500	62,000	80,000	98,260
West						
Member	35	45,814	52,000	66,984	81,000	103,234
Nonmember	14	39,722	46,027	51,024	62,892	69,667
Total	49	45,011	49,559	63,172	72,500	90,000

Table 6. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Primary Location and Membership Status

Primary Location	N	10th	25th	50th	75th	90th
Metropolitan Area Inside City Limits						
Member	169	$48,889	$55,861	$71,363	$89,503	$103,000
Nonmember	23	44,400	46,069	52,780	69,667	77,067
Total	192	46,860	53,078	68,000	87,870	102,422
Metropolitan Area Outside City Limits						
Member	48	42,250	48,000	59,984	73,875	82,050
Nonmember	14	27,090	30,564	45,578	50,425	57,719
Total	62	37,347	45,550	53,778	66,625	81,880
Small City						
Member	53	42,703	53,479	65,474	75,889	98,395
Nonmember	21	34,662	42,512	50,000	53,389	66,489
Total	74	40,339	49,750	60,256	68,308	82,250
Rural Area						
Member	43	42,974	49,218	53,310	62,396	73,153
Nonmember	25	35,689	43,889	48,000	53,808	60,509
Total	68	40,300	46,750	52,270	61,589	67,300
Multiple Campuses						
Member	11	49,600	59,775	62,535	72,500	101,000
Nonmember	2	.	.	52,700	.	.
Total	13	48,960	55,500	61,979	72,500	97,000

Table 7. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Type of Institution and Membership Status

Type of Institution	N	10th	25th	50th	75th	90th
Public						
Member	190	$52,275	$59,875	$68,582	$85,176	$102,474
Nonmember	35	45,632	49,269	55,620	66,000	71,084
Total	225	50,676	58,000	67,212	81,872	99,469
Secular						
Member	47	45,556	50,000	62,000	83,000	105,400
Nonmember	13	34,763	45,534	47,055	51,200	73,000
Total	60	44,550	48,000	57,432	80,700	97,250
Religious						
Member	86	40,924	45,921	51,740	60,000	80,378
Nonmember	40	29,400	40,333	44,550	48,792	52,843
Total	126	38,268	43,000	49,053	56,727	67,362

Table 8. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by University or Four-Year College and Membership Status

Institution	N	10th	25th	50th	75th	90th
University						
Member	231	$51,734	$60,000	$69,000	$86,940	$102,907
Nonmember	37	40,267	45,070	50,000	60,219	70,742
Total	268	48,673	56,525	67,106	84,000	102,024
Four-Year College						
Member	89	41,172	45,410	50,000	57,704	65,000
Nonmember	49	30,555	41,710	47,667	52,512	66,000
Total	138	38,041	44,075	48,889	55,000	65,100
Other						
Member	4	.	73,008	84,471	92,998	.
Nonmember	2	.	.	52,530	.	.
Total	6	.	53,795	74,005	92,961	.

Table 9. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Health Center and Membership Status

Academic Health Center	N	10th	25th	50th	75th	90th
Yes						
Member	67	$67,700	$82,000	$95,000	$105,200	$117,300
Nonmember	0	.	.	.	.	.
Total	67	67,700	82,000	95,000	105,200	117,300
No						
Member	257	44,498	50,680	60,000	69,650	81,796
Nonmember	88	34,120	44,000	48,806	55,000	66,061
Total	345	42,489	48,086	56,070	67,222	80,400

Table 10. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Description of Nursing Program and Membership Status

Description	N	10th	25th	50th	75th	90th
Department/ Division						
Member	169	$42,500	$48,449	$54,633	$62,364	$70,000
Nonmember	75	31,000	42,778	48,000	54,568	62,714
Total	244	40,376	46,533	52,212	60,424	68,544
Autonomous						
Member	147	59,253	67,000	81,132	95,380	107,995
Nonmember	8	.	45,500	52,890	65,250	.
Total	155	55,300	65,880	80,500	93,262	107,389
Freestanding						
Member	3	.	.	74,433	.	.
Nonmember	3	.	.	50,000	.	.
Total	6	.	48,955	708,28	83,500	.
Other						
Member	5	.	51,080	58,000	69,861	.
Nonmember	1	.	.	.	.	.
Total	6	.	52,195	61,492	68,542	.

Table 11. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Type of Program and Membership Status

Type of Program(s)	N	10th	25th	50th	75th	90th
Baccalaureate Only						
Member	148	$42,456	$48,000	$53,979	$63,287	$72,030
Nonmember	79	31,000	43,000	48,000	54,568	64,984
Total	227	40,333	46,000	51,800	61,957	68,745
Baccalaureate and Master's						
Member	131	51,100	59,000	69,000	82,500	94,589
Nonmember	8	.	52,612	59,000	71,625	.
Total	139	51,000	58,667	68,424	82,000	92,943
Baccalaureate, Master's, & Doctoral						
Member	37	80,874	89,500	98,100	105,100	127,342
Nonmember	0	.	.	.	.	.
Total	37	80,874	89,500	98,100	105,100	127,342
Graduate Only						
Member	6	.	70,410	94,336	105,500	.
Nonmember	0	.	.	.	.	.
Total	6	.	70,410	94,336	105,500	.

Table 12. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Number of Full-time Faculty and Membership Status

Number of Faculty	N	10th	25th	50th	75th	90th
≤ 10						
Member	104	$41,364	$47,620	$52,578	$60,375	$68,250
Nonmember	61	31,000	41,710	47,667	54,784	64,358
Total	165	39,644	44,494	50,400	58,984	67,079
11-20						
Member	97	48,000	53,019	61,786	70,681	81,270
Nonmember	22	45,000	46,037	51,000	58,610	75,411
Total	119	46,050	51,730	60,000	69,000	81,000
21-30						
Member	48	45,777	58,650	76,200	84,030	93,149
Nonmember	3	.	.	66,611	.	.
Total	51	44,550	58,200	73,500	82,500	92,499
31-40						
Member	25	66,445	68,212	84,000	90,300	103,600
Nonmember	0	.	.	.	.	.
Total	25	66,445	68,212	84,000	90,300	103,600
41-60						
Member	31	73,000	81,132	95,030	105,000	114,900
Nonmember	0	.	.	.	.	.
Total	31	73,000	81,132	95,030	105,000	114,900
> 60						
Member	15	87,360	99,000	105,000	115,000	131,200
Nonmember	0	.	.	.	.	.
Total	15	87,360	99,000	105,000	115,000	131,200

Table 13. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Highest Degree and Membership Status

Highest Degree	N	10th	25th	50th	75th	90th
DNS, DSN, DNSc, DN						
Member	21	$42,537	$51,483	$76,900	$98,300	$122,600
Nonmember	7	.	46,000	48,724	54,568	.
Total	28	41,089	48,693	63,681	88,250	107,200
DPH, DrPH						
Member	8	.	62,399	68,926	101,511	.
Nonmember	2	.	.	54,181	.	.
Total	10	44,832	57,310	64,387	94,534	151,350
EdD						
Member	97	48,173	52,743	62,000	75,749	87,910
Nonmember	26	42,778	44,075	49,500	55,962	70,400
Total	123	45,407	50,400	59,000	69,667	85,600
PhD						
Member	176	46,646	54,293	66,637	81,709	99,380
Nonmember	38	42,062	46,762	51,667	58,964	66,672
Total	214	45,070	51,671	62,948	80,122	97,250
Master's Degree						
Member	21	38,348	41,657	47,048	57,651	72,698
Nonmember	15	27,497	29,333	34,467	40,333	47,422
Total	36	29,310	35,833	42,379	50,117	63,127

Table 14. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Title and Membership Status

Title	N	10th	25th	50th	75th	90th
Dean						
Member	167	$55,000	$65,800	$80,379	$90,864	$106,200
Nonmember	13	44,460	45,525	52,780	66,611	79,160
Total	180	51,523	63,740	78,439	90,000	105,180
Director						
Member	38	47,200	49,790	57,417	62,732	75,106
Nonmember	18	29,505	42,377	49,200	55,015	62,638
Total	56	41,955	48,725	53,205	61,392	69,247
Chair						
Member	98	41,384	47,036	53,200	60,533	67,293
Nonmember	49	31,000	41,326	47,667	52,000	60,000
Total	147	39,111	45,000	50,551	59,500	66,984
Other						
Member	21	43,778	51,047	56,070	67,000	72,400
Nonmember	8	.	48,917	58,087	65,746	.
Total	29	42,500	49,989	56,070	66,000	72,500

Table 15. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Rank and Membership Status

Academic Rank	N	10th	25th	50th	75th	90th
Professor						
Member	231	$50,000	$58,228	$68,160	$86,940	$102,526
Nonmember	36	43,633	47,942	52,365	63,750	70,913
Total	267	48,137	55,152	66,400	84,000	100,400
Associate						
Member	71	44,040	48,000	52,500	61,893	75,687
Nonmember	40	34,564	41,576	46,900	52,945	59,885
Total	111	40,348	45,011	50,760	58,813	68,900
Assistant						
Member	9	.	39,055	42,778	48,091	.
Nonmember	8	.	30,667	43,147	48,167	.
Total	17	30,000	35,000	42,778	47,968	53,206

Table 16. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Tenure Status and Membership Status

Tenure Status	N	10th	25th	50th	75th	90th
With Tenure						
Member	236	$48,877	$56,375	$66,687	$84,810	$102,318
Nonmember	47	42,849	46,444	52,174	60,439	70,742
Total	283	47,270	52,760	64,000	81,600	98,640
Without Tenure						
Member	85	40,841	47,333	53,387	68,250	80,527
Nonmember	40	29,400	39,333	46,025	50,300	58,469
Total	125	37,790	44,294	50,000	63,034	75,220

Table 17. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Carnegie Classification and Membership Status

Carnegie Classification	N	10th	25th	50th	75th	90th
Comprehensive I						
Member	138	$50,595	$55,954	$62,000	$71,573	$81,690
Nonmember	33	44,456	48,806	54,568	61,719	70,107
Total	171	48,318	53,500	60,439	69,000	80,311
Comprehensive II						
Member	32	42,629	47,620	50,763	57,295	72,741
Nonmember	18	38,926	42,645	46,722	48,500	56,100
Total	50	41,625	44,367	48,995	52,671	64,842
Doctoral I						
Member	20	62,449	69,387	80,684	87,972	97,016
Nonmember	0	.	.	.	.	.
Total	20	62,449	69,387	80,684	87,972	97,016
Doctoral II						
Member	23	46,207	62,000	68,000	80,400	88,000
Nonmember	1	.	.	.	.	.
Total	24	46,505	62,083	68,250	80,400	87,500
Liberal Arts I						
Member	7	.	46,000	56,222	61,803	.
Nonmember	3	.	.	43,000	.	.
Total	10	41,286	42,822	49,053	58,076	62,462
Liberal Arts II						
Member	40	37,211	42,550	48,341	52,795	59,027
Nonmember	26	29,800	33,600	45,000	50,100	54,144
Total	66	31,000	40,333	47,346	51,333	55,900
Research I						
Member	30	74,240	84,000	102,120	109,020	130,340
Nonmember	1	.	.	.	.	.
Total	31	73,200	84,000	102,000	108,084	129,969
Research II						
Member	8	.	71,619	92,500	101,275	.
Nonmember	0	.	.	.	.	.
Total	8	.	71,619	92,500	101,275	.
Specialized						
Member	20	51,890	83,250	93,102	101,875	115,000
Nonmember	1	.	.	.	.	.
Total	21	49,335	78,500	92,943	101,250	115,000

Table 18. Minimum, Maximum, Mean, and Median Salaries of Member Deans of Baccalaureate and Higher Degree Programs in Nursing Continuing in the Same Position from 1986-87 to 1990-91 (N=89)

Year	Minimum	Maximum	Mean	Median
1986-87	$25,000	$109,000	$57,410	$55,775
1987-88	26,900	118,000	60,063	57,538
1988-89	28,551	127,500	63,422	60,175
1989-90	31,500	142,000	67,686	63,663
1990-91	33,912	153,000	71,992	67,222

Table 19. Percentile Salaries of Member Deans of Baccalaureate and Higher Degree Programs in Nursing Continuing in the Same Position from 1986-87 to 1990-91 (N=89)

Year	10th	25th	50th	75th	90th
1986-87	$38,388	$45,878	$55,775	$68,038	$77,250
1987-88	39,287	48,184	57,538	70,750	84,660
1988-89	43,119	50,800	60,175	74,272	87,000
1989-90	45,705	53,927	63,663	80,112	95,000
1990-91	47,911	56,704	67,222	85,270	100,000

Table 20. Percentile Salaries of Member Deans of Baccalaureate and Higher Degree Programs in Nursing from 1978-79 to 1990-91

Year	N	10th	25th	50th	75th	90th
1978-79	171	$24,500	$28,000	$35,700	$41,600	$46,400
1979-80	184	26,300	31,600	38,400	44,500	50,500
1980-81	208	29,200	34,600	40,400	46,900	52,900
1981-82	240	30,100	36,000	42,800	50,500	57,300
1982-83	272	32,100	37,000	44,700	53,000	60,600
1983-84	292	33,500	37,900	45,800	55,000	62,500
1984-85	328	34,600	40,000	47,900	57,900	68,300
1985-86	341	35,700	41,300	49,600	60,200	70,900
1986-87	347	38,000	44,000	52,000	65,300	77,100
1987-88	324	39,800	46,000	56,300	70,300	82,900
1988-89	327	40,603	48,000	58,686	72,000	86,491
1989-90	381	42,750	50,000	60,000	76,125	89,740
1990-91	324	45,886	52,500	63,750	81,000	97,900

Table 21. Percentage Change in Mean Salaries for Members Holding the Title of Dean [1] and Rank of Professor [2] Adjusted for Inflation for Each of the One-Year Periods Since 1987-88

Calendar Year Basis Year	Increase in Monetary Salary [3]	Increase After Adjustment for inflation [4]	Increase in CPI [5]
1988-89 to 1989-90	8.0	3.0	4.8
1987-88 to 1988-89	4.3	0.2	4.1

[1] Excludes the title of director, chair, head, or other title.

[2] N=167 (1987-88), N=160 (1988-89), N=157 (1989-90).

[3] Monetary salary is the reported mean annual salary.

[4] Negative numbers=decreases in buying power.

[5] CPI=**Consumer Price Index -- All Urban Consumers**; Source: Bureau of Labor Statistics.

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1990-91 AACN SURVEY
III. DEAN* DATA AND INFORMATION

PLEASE CORRECT ABOVE INFORMATION.

For Office Use Only

* For purposes of uniformity, the term "dean" is used throughout these questionnaires.

DIRECTIONS: CHECK ONE ANSWER PER QUESTION ONLY. FILL IN BLANKS AS APPROPRIATE.

1. TITLE: (1) ___ Dean (2) ___ Director (3) ___ Chair
(4) ___ Coordinator (5) ___ Head (6) ___ Interim Dean
(7) ___ Acting _____ (title) (8) ___ Other _____ (specify) — 6

2. Do you hold another administrative title in addition to dean of the school of nursing (the title checked in question #1)? — 7

(1) ___ Yes (2) ___ No If yes, specify the title(s): _____

3. RANK: (1) ___ Professor (2) ___ Associate Professor — 8
(3) ___ Assistant Professor (4) ___ Instructor

4. HIGHEST DEGREE ACHIEVED:

		Highest Degree in Nursing (CHECK ONE)	Highest Degree Overall (CHECK ONE)	(SPECIFY FIELD)	
(1)	DNS, DSN, DNSc, DN	_____	_____	_____	9-14
(2)	DPH, DrPH	_____	_____	_____	
(3)	EdD	_____	_____	_____	
(4)	PhD	_____	_____	_____	
(5)	Master's	_____	_____	_____	
(6)	Baccalaureate	_____	_____	_____	

5. GENDER: (1) ___ Female (2) ___ Male — 15

6. ETHNIC GROUP: (1) ___ Asian (2) ___ Black (3) ___ Native American — 16
(4) ___ Mexican American (5) ___ Puerto Rican (6) ___ Other Hispanic
(7) ___ White

7. TENURE: (1) ___ Yes (2) ___ No — 17

8. TIME AS CHIEF EXECUTIVE OFFICER in a nursing academic unit:

Present School: _____ years Other school(s): _____ years — 18-21

9. Were you an associate/assistant dean at any institution before becoming a dean? (1) ___ Yes (2) ___ No — 22

If yes, for how long? ___ years — 23-24

10. Is it a policy of your institution for deans to be appointed for a specific administrative term?

(1) ___ Yes (2) ___ No If no, go to question 11. — 25

If yes, for: (1) ___ 1 year (2) ___ 2 years (3) ___ 3 years — 26
(4) ___ 4 years (5) ___ 5 years (6) ___ 6 or more years (7) ___ No fixed term

11. Does institutional policy call for a formal review of a dean's performance at the conclusion of a specific term, e.g., 5 years? 27

(1) ___ Yes, internal within the institution (2) ___ Yes, external
(3) ___ Yes, both internal and external (4) ___ No

12. Who reviews your performance? CHECK ALL THAT APPLY. 28-31

(1) ___ Academic Vice President (2) ___ Health/Clinical Vice President
(3) ___ Dean (4) ___ Other _____

13. Is it the policy of your institution for deans to be elected by the faculty? (1) ___ Yes (2) ___ No 32

14. SALARY: _____ Enter current fiscal year salary rounded to nearest dollar. The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc. 33-38

15. ANNUAL SALARY BASIS: 39

(1) ___ 9 months (2) ___ 10 months
(3) ___ 11 months (4) ___ 12 months
(5) ___ Other (specify) _____

16. Have you participated in the following activities during the last year? CHECK YES OR NO FOR EACH ITEM.

		Yes	No	
(1)	Service on the State Board of Nursing	___	___	40
(2)	Community board/committee work	___	___	41
(3)	National committees (specify) _____	___	___	42
(4)	Research projects	___	___	43
(5)	Undergraduate teaching	___	___	44
(6)	Graduate teaching	___	___	45
(7)	Advising/counseling of students	___	___	46
(8)	Service on review committee for grants	___	___	47
(9)	Internal/institutional review committee	___	___	48
(10)	Other (specify) _____	___	___	49

17. Do you have resources available to assist faculty... CHECK YES OR NO FOR EACH ITEM.

		Yes	No	
(1)	...with grant preparation?	___	___	50
(2)	...with grant writing?	___	___	51
(3)	...in obtaining information about funding sources?	___	___	52

Describe: _____

_____

18. Did your institution grant an honorary degree to a nurse during the 1989-90 academic year?

(1) ___ Yes (2) ___ No 53

If yes, specify name of honoree: _____

19. Does your institution have any administrative faculty other than yourself? (Administrative faculty refer to all full-time nursing faculty with 50% or more administrative responsibility. Do NOT include administrators who hold no academic rank or the dean.)

(1) ___ Yes (2) ___ No If yes, how many? _____ 54-57

APPENDIX B

List of Participating Institutions in the 1990-91 IDS Dean Data and Information Survey

NORTH ATLANTIC REGION

CONNECTICUT
- Fairfield University
- Southern Connecticut State University
- St. Joseph College
- University of Hartford
- Western Connecticut State University
- Yale University

DISTRICT OF COLUMBIA
- Catholic University of America
- Georgetown University
- Howard University
- University of the District of Columbia

DELAWARE
- University of Delaware
- Wilmington College

MASSACHUSETTS
- American International College
- Atlantic Union College
- Boston College
- College of Our Lady of the Elms
- Curry College
- Fitchburg State College
- Framingham State College
- Massachusetts College of Pharmacy/ Allied Health Sciences
- MGH Institute of Health Professions
- Northeastern University
- Regis College
- Salem State College
- Southeastern Massachusetts University
- University of Lowell
- University of Massachusetts-Amherst
- University of Massachusetts-Boston
- University of Massachusetts Medical Center

MAINE
- Husson College/East Maine Medical Center
- St. Joseph's College
- University of Maine
- University of Southern Maine

NEW HAMPSHIRE
- Colby-Sawyer College
- Saint Anselm College
- University of New Hampshire

NEW JERSEY
- Bloomfield College
- College of St. Elizabeth
- Fairleigh Dickinson University
- Felician College
- Jersey City State College
- Kean College of New Jersey
- Monmouth College

NEW JERSEY, CONTINUED
- Rutgers, The State University of New Jersey
- Rutgers, The State University-Camden
- Saint Peter's College
- Seton Hall University
- Stockton State College
- Thomas A. Edison State College
- Trenton State College
- University of Medicine & Dentistry of New Jersey
- William Paterson College

NEW YORK
- Adelphi University
- Alfred University
- City College of CUNY
- College of Mount Saint Vincent
- College of New Rochelle
- Columbia University
- Columbia University Teachers College
- C. W. Post Campus/LIU
- D'Youville College
- Daemen College
- Dominican College of Blauvelt
- Elmire College
- Hartwick College
- Hunter College of CUNY
- Lehman College of CUNY
- Long Island University
- Molloy College
- Mt. Saint Mary College
- Nazareth College of Rochester
- New York University
- Niagara University
- Pace University
- Roberts Wesleyan College
- Russell Sage College
- St. Joseph's College
- SUNY College at Brockport
- SUNY College at Plattsburgh
- SUNY Health Science Center/Brooklyn
- SUNY Health Science Center/Syracuse
- SUNY Inst. of Technology at Utica/Rome
- SUNY/Binghamton
- SUNY/Buffalo
- SUNY/College at New Paltz
- SUNY/Stony Brook
- Syracuse University
- University of Rochester
- Utica College of Syracuse University
- York College of CUNY

PENNSYLVANIA
- Bloomsburg University
- California University of Pennsylvania

PENNSYLVANIA, CONTINUED
- Carlow College
- Cedar Crest College
- College Misericordia
- East Stroudsburg University
- Eastern College
- Edinboro University of Pennsylvania
- Gannon University
- Gwynedd-Mercy College
- Hahnemann University
- Holy Family College
- Immaculata College
- Indiana University of Pennsylvania
- La Salle University
- Lycoming College
- Marywood College
- Messiah College
- Millersville University
- Neumann College
- Pennsylvania State University
- Saint Francis College
- Slippery Rock University
- Temple University
- Thiel College
- Thomas Jefferson University
- University of Pennsylvania
- University of Pittsburgh
- University of Scranton
- Villanova University
- Waynesburg College
- West Chester University
- Widener University
- Wilkes University
- York College of Pennsylvania

RHODE ISLAND
- Rhode Island College
- Salve Regina College
- University of Rhode Island

VERMONT
- University of Vermont

MIDWESTERN REGION

IOWA
- Briar Cliff College
- Coe College
- Grand View College
- Luther College
- Marycrest College
- Mount Mercy College
- University of Iowa

ILLINOIS
- Aurora University
- Barat College & Univ. of Health Sciences
- Bradley University
- Chicago State University
- Concordia-West Suburban Clg. of Nursing
- Culver Stockton-Blessing College of Nursing

ILLINOIS, CONTINUED
- DePaul University
- Elmhurst College
- Governors State University
- Illinois Wesleyan University
- Lewis University
- Loyola University of Chicago
- MacMurray College
- McKendree College
- Mennonite College of Nursing
- Millikin University
- North Park College
- Northern Illinois University
- Rockford College
- Rush University
- Sangamon State University
- Southern Illinois University
- St. Francis Medical College
- St. Joseph College of Nursing
- St. Xavier College
- Trinity Christian College
- University of Illinois

INDIANA
- Anderson University
- Ball State University
- DePauw University
- Goshen College
- Indiana State University
- Indiana University
- Indiana University-Purdue University
- Indiana Wesleyan University
- Marian College
- Purdue University
- Purdue University-Calumet Campus
- Saint Francis College
- Saint Mary's College
- The University of Indianapolis
- University of Evansville
- University of Southern Indiana
- Valparaiso University

KANSAS
- Bethel College of Kansas
- Fort Hays State University
- Kansas Wesleyan University
- St. Mary College
- St. Mary of the Plains College
- The Wichita State University
- University of Kansas
- Washburn University of Topeka

MICHIGAN
- Eastern Michigan University
- Ferris State University
- Grand Valley State University
- Hope/Calvin Colleges
- Lake Superior State University
- Madonna College
- Mercy College of Detroit
- Michigan State University

MICHIGAN, CONTINUED
- Northern Michigan University
- Oakland University
- Saginaw Valley State University
- University of Michigan, UMMC
- Wayne State University

MINNESOTA
- Augsburg College
- Bethel College of Minnesota
- College of St. Benedict
- College of St. Scholastica
- Mankato State University
- Metropolitan State University
- Minnesota Intercollegiate Nursing Consortium
- University of Minnesota
- Winona State University

MISSOURI
- Avila College
- Central Methodist College
- Deaconess College of Nursing
- Graceland College
- Hannibal-LaGrange College
- Northeast Missouri State University
- Research College of Nursing
- Saint Louis University
- Southeast Missouri State University
- Southwest Missouri State University
- University of Missouri-Columbia
- University of Missouri-Kansas City
- University of Missouri-St. Louis
- Webster University
- William Jewell College

NORTH DAKOTA
- Jamestown College
- Medcenter One College of Nursing
- Minot State College
- Tri-College University
- University of Mary
- University of North Dakota

NEBRASKA
- Bishop Clarkson College
- Creighton University
- Midland Lutheran College
- Nebraska Methodist College
- University of Nebraska

OHIO
- Ashland University
- Capital University
- Case Western Reserve University
- Cedarville College
- Cleveland State University
- College of Mount St. Joseph
- Franciscan University of Steubenville
- Kent State University
- Lourdes College
- Malone College
- Medical College of Ohio
- Miami University

OHIO, CONTINUED
- Ohio State University
- Ohio University
- Ohio Wesleyan University
- University of Akron
- University of Cincinnati
- Ursuline College
- Walsh College
- Wright State University
- Xavier University
- Youngstown State University

SOUTH DAKOTA
- Augustana College
- South Dakota State University

WISCONSIN
- Alverno College
- Cardinal Stritch College
- Carroll College
- Concordia University Wisconsin
- Edgewood College
- Marian College of Fond du Lac
- Marquette University
- Silver Lake College
- University of Wisconsin-Eau Claire
- University of Wisconsin-Green Bay
- University of Wisconsin-Madison
- University of Wisconsin-Milwaukee
- University of Wisconsin-Oshkosh
- Viterbo College

SOUTHERN REGION

ALABAMA
- Auburn University
- Auburn University at Montgomery
- Jacksonville State University
- Samford University
- The University of Alabama
- Troy State University
- Tuskegee University
- University of Alabama at Birmingham
- University of Alabama-Huntsville
- University of South Alabama

ARKANSAS
- Arkansas State University
- Arkansas Tech University
- Harding University
- Henderson State University
- University of Arkansas for Medical Sciences
- University of Arkansas-Monticello
- University of Arkansas at Pine Bluff
- University of Central Arkansas

FLORIDA
- Barry University
- Bethune-Cookman College
- Florida A & M University
- Florida Atlantic University
- Florida International University

FLORIDA, CONTINUED
- Florida State University
- Jacksonville University
- Pensacola Christian College
- University of Central Florida
- University of Florida
- University of North Florida
- University of South Florida
- University of Tampa
- University of West Florida

GEORGIA
- Albany State College
- Armstrong State College
- Brenau College
- Clayton State College
- Columbus College
- Emory University
- Georgia College
- Georgia Southern College
- Georgia Southwestern College
- Georgia State University
- Kennesaw State College
- Medical College of Georgia
- North Georgia College
- Valdosta State College

KENTUCKY
- Bellarmine College
- Kentucky Wesleyan College
- Morehead State University
- Northern Kentucky University
- University of Kentucky
- University of Louisville
- Western Kentucky University

LOUISIANA
- Grambling State University
- Louisiana College
- Louisiana State University Medical Ctr.
- McNeese State University
- Northeast Louisiana University
- Our Lady of Holy Cross College
- Southeastern Louisiana University
- University of Southwestern Louisiana

MARYLAND
- Bowie State College
- College of Notre Dame of Maryland
- Columbia Union College
- Coppin State College
- Johns Hopkins University
- Salisbury State University
- Towson State University
- University of Maryland-Baltimore

MISSISSIPPI
- Alcorn State University
- Delta State University
- Mississippi College
- Mississippi University for Women
- University Of Mississippi
- University of Southern Mississippi

NORTH CAROLINA
- Duke University
- East Carolina University
- Gardner-Webb College
- Lenoir-Rhyne College
- North Carolina A&T State University
- North Carolina Central University
- Queens College
- University of North Carolina-Chapel Hill
- University of North Carolina-Charlotte
- University of North Carolina-Greensboro
- University of North Carolina-Wilmington
- Western Carolina University
- Wingate College
- Winston-Salem State University

OKLAHOMA
- Central State University
- East Central University
- Northeastern State University
- Northwestern Oklahoma State University
- Oklahoma City University
- Oral Roberts University
- Southern Nazarene University
- Southwestern Oklahoma State University
- The University of Tulsa
- University of Oklahoma

PUERTO RICO
- Humacao University College
- University of Puerto Rico
- University of Puerto Rico-Arecibo
- University of Puerto Rico-Mayaguez

SOUTH CAROLINA
- Bob Jones University
- Clemson University
- Medical University of South Carolina
- University of South Carolina
- University of South Carolina at Aiken
- University of South Carolina-Spartanburg

TENNESSEE
- Austin Peay State University
- Belmont College
- Carson-Newman College
- East Tennessee State University
- Lincoln Memorial University
- Memphis State University
- Middle Tennessee State University
- Southern College of Seventh Day Adventists
- Tennessee State University
- Tennessee Technological University
- Union University
- University of Tennessee-Chattanooga
- University of Tennessee-Knoxville
- University of Tennessee at Martin
- University of Tennessee-Memphis
- Vanderbilt University

TEXAS
- Angelo State University
- Baylor University

TEXAS, CONTINUED
- Corpus Christi State University
- Dallas Baptist College
- Incarnate Word College
- Midwestern State University
- Prairie View A & M University
- Southwestern Adventist College
- Texas Christian University
- Texas Tech University Health Science Center
- University of Texas Health Science Center-Houston
- University of Texas Health Science Center-San Antonio
- University of Mary Hardin-Baylor
- University of Texas-Arlington
- University of Texas-Austin
- University of Texas-El Paso
- University of Texas-Galveston
- University of Texas-Tyler
- West Texas State University

VIRGINIA
- Eastern Mennonite College
- George Mason University
- James Madison University
- Liberty University
- Lynchburg College
- Marymount University
- Norfolk State University
- Old Dominion University
- Radford University
- University of Virginia
- Virginia Commonwealth University

WEST VIRGINIA
- Marshall University
- University of Charleston
- West Virginia University
- West Virginia Wesleyan College

WESTERN REGION

ALASKA
- University of Alaska-Anchorage

ARIZONA
- Grand Canyon University
- Northern Arizona University
- University of Arizona
- University of Phoenix

CALIFORNIA
- Azusa Pacific University
- California State University-Bakersfield
- California State University-Chico
- California State University-Fresno
- California State University-Fullerton
- California State University-Hayward
- California State University-Long Beach
- California State University-Los Angeles
- California State University-Sacramento
- California State University-Stanislaus
- Dominican College of San Rafael
- Holy Names College

CALIFORNIA, CONTINUED
- Humboldt State University
- Loma Linda University
- Mt. St. Mary's College
- Samuel Merritt-Saint Mary's
- San Diego State University
- San Francisco State University
- San Jose State University
- University of California-Los Angeles
- University of California-San Francisco
- University of San Diego
- University of San Francisco
- University of Southern California

COLORADO
- Beth El College of Nursing
- Metropolitan State College
- Regis College
- Univ. of Colorado Health Science Center
- University of Northern Colorado

HAWAII
- Hawaii Loa College
- University of Hawaii at Manoa

IDAHO
- Boise State University
- Idaho State University
- Lewis Clark State College

MONTANA
- Montana State University
- Northern Montana College

NEW MEXICO
- New Mexico State University
- University of New Mexico

NEVADA
- University of Nevada-Las Vegas
- University of Nevada-Reno

OREGON
- Linfield College
- Oregon Health Sciences University
- Oregon Institute of Technology
- University of Portland

UTAH
- Brigham Young University
- University of Utah
- Westminster College

WASHINGTON
- Gonzaga University
- Intercollegiate Center for Nursing Education
- Pacific Lutheran University
- Saint Martin's College
- Seattle Pacific University
- Seattle University
- University of Washington

WYOMING
- University of Wyoming

APPENDIX C

Carnegie Classification Definitions

Comprehensive Universities and Colleges I: These institutions offer baccalaureate programs and, with few exceptions, graduate education through the masters degree. More than half of their baccalaureate degrees are awarded in two or more occupational or professional disciplines such as engineering or business administration. All of the institutions in this group enroll at least 2,500 students.

Comprehensive Universities and Colleges II: These institutions award more than half of their baccalaureate degrees in two or more occupational or professional disciplines, such as engineering or business administration, and many also offer graduate education through the masters degree. All of the colleges and universities in this group enroll between 1,500 and 2,500 students.

Doctorate-Granting Universities I: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award at least 40 Ph.D. degrees annually in five or more academic disciplines.

Doctorate-Granting Universities II: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award annually 20 or more Ph.D. degrees in at least one discipline or 10 or more Ph.D. degrees in three or more disciplines.

Liberal Arts Colleges I: These highly selective institutions are primarily undergraduate colleges that award more than half of their baccalaureate degrees in arts and science fields.

Liberal Arts Colleges II: These institutions are primarily undergraduate colleges that are less selective and award more than half of their degrees in liberal arts fields. This category also includes a group of colleges that award less than half of their degrees in liberal arts fields but, with fewer than 1,500 students, are too small to be considered comprehensive.

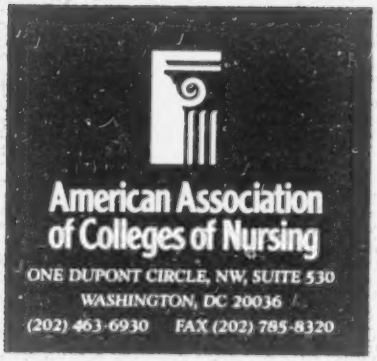
Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually at least $33.5 million in federal support and award at least 50 Ph.D. degrees each year.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually between $12.5 million and $33.5 million in federal support for research and development and award at least 50 Ph.D. degrees each year.

Professional Schools and Other Specialized Institutions: These institutions offer degrees ranging from the bachelor's to the doctorate. At least 50 percent of the degrees awarded by these institutions are in a single specialized field.

Two-Year Community, Junior and Technical Colleges: These institutions offer certificate or degree programs through the Associate of Arts level and, with few exceptions, offer no baccalaureate degrees.

Source: The Carnegie Foundation for the Advancement of Teaching, *A Classification of Institutions of Higher Education, 1987 Edition*, 1987, Princeton University Press, Lawrenceville, New Jersey.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